

§ 1918.101

29 CFR Ch. XVII (7–1–14 Edition)

(4) Rescue and medical duties for those employees who are to perform them;

(5) The preferred means of reporting fires and other emergencies; and

(6) Names or regular job titles of persons or departments that can be contacted for further information or explanation of duties under the plan.

(c) *Alarm system.* The employer shall establish an employee alarm system that provides warning for necessary emergency action or for reaction time for safe escape of employees from the workplace or the immediate work area, or both.

(d) *Evacuation.* The employer shall establish the types of evacuation to be used in emergency circumstances.

(e) *Training.* (1) Before implementing the emergency action plan, the employer shall designate and train a sufficient number of persons to assist in the safe and orderly emergency evacuation of employees.

(2) The employer shall review the plan with each employee covered by the plan at the following times:

(i) Initially when the plan is developed;

(ii) Whenever the employee's responsibilities or designated actions under the plan change; and

(iii) Whenever the plan is changed.

(3) The employer shall review with each employee upon initial assignment those parts of the plan that the employee must know to protect the employee in the event of an emergency. The written plan shall be kept at the workplace and made available for employee review. Employers with 10 or fewer employees may communicate the plan orally to employees and need not maintain a written plan.

[62 FR 40202, July 25, 1997, as amended at 65 FR 40946, June 30, 2000]

Subpart J—Personal Protective Equipment

§ 1918.101 Eye and face protection.

(a) The employer shall ensure that:

(1)(i) Employers must ensure that each employee uses appropriate eye and/or face protection when the employee is exposed to an eye or face hazard, and that protective eye and face

devices comply with any of the following consensus standards:

(A) ANSI Z87.1–2003, “American National Standard Practice for Occupational and Educational Eye and Face Protection,” which is incorporated by reference in § 1918.3;

(B) ANSI Z87.1–1989 (R1998), “American National Standard Practice for Occupational and Educational Eye and Face Protection,” which is incorporated by reference in § 1918.3; or

(C) ANSI Z87.1–1989, “American National Standard Practice for Occupational and Educational Eye and Face Protection,” which is incorporated by reference in § 1918.3.

(ii) Protective eye and face protection devices that the employer demonstrates are at least as effective as protective eye and face protection devices that are constructed in accordance with one of the above consensus standards will be deemed to be in compliance with the requirements of this section.

(2) For an employee wearing corrective glasses, eye protection equipment required by paragraph (a)(1) of this section shall be of the type that can be worn over glasses. Prescription-ground safety lenses may be substituted if they provide equivalent protection.

(b) Eye protection shall be maintained in good condition.

(c) Used eye protection shall be cleaned and disinfected before issuance to another employee.

[62 FR 40202, July 25, 1997, as amended at 74 FR 46361, Sept. 9, 2009]

§ 1918.102 Respiratory protection.

(See § 1918.1(b)(8)).

[65 FR 40946, June 30, 2000]

§ 1918.103 Head protection.

(a) The employer shall ensure that each affected employee wears a protective helmet when working in areas where there is a potential for injury to the head from falling objects.

(b)(1) The employer must ensure that head protection complies with any of the following consensus standards:

(i) American National Standards Institute (ANSI) Z89.1–2009, “American National Standard for Industrial Head

Protection,” incorporated by reference in § 1918.3;

(ii) American National Standards Institute (ANSI) Z89.1–2003, “American National Standard for Industrial Head Protection,” incorporated by reference in § 1918.3; or

(iii) American National Standards Institute (ANSI) Z89.1–1997, “American National Standard for Personnel Protection—Protective Headwear for Industrial Workers—Requirements,” incorporated by reference in § 1918.3.

(2) Head protection devices that the employer demonstrates are at least as effective as head protection devices that are constructed in accordance with one of the above consensus standards will be deemed to be in compliance with the requirements of this section.

(c) Previously worn protective hats shall be cleaned and disinfected before issuance by the employer to another employee.

[62 FR 40202, July 25, 1997, as amended at 74 FR 46361, Sept. 9, 2009; 77 FR 37600, June 22, 2012]

§ 1918.104 Foot protection.

(a) The employer shall ensure that each affected employee wears protective footwear when working in areas where there is a danger of foot injuries due to falling or rolling objects or objects piercing the sole.

(b)(1) The employer must ensure that protective footwear complies with any of the following consensus standards:

(i) ASTM F-2412–2005, “Standard Test Methods for Foot Protection,” and ASTM F-2413–2005, “Standard Specification for Performance Requirements for Protective Footwear,” which are incorporated by reference in § 1918.3;

(ii) ANSI Z41–1999, “American National Standard for Personal Protection—Protective Footwear,” which is incorporated by reference in § 1918.3; or

(iii) ANSI Z41–1991, “American National Standard for Personal Protection—Protective Footwear,” which is incorporated by reference in § 1918.3.

(2) Protective footwear that the employer demonstrates is at least as effective as protective footwear that is constructed in accordance with one of the above consensus standards will be

deemed to be in compliance with the requirements of this section.

[62 FR 40202, July 25, 1997, as amended at 74 FR 46361, Sept. 9, 2009]

§ 1918.105 Other protective measures.

(a) *Protective clothing.* (1) The employer shall provide and shall require the wearing of special protective clothing for each employee engaged in work where protective clothing is necessary.

(2) When necessary, protective clothing shall be cleaned and disinfected before reissuance.

(b) *Personal flotation devices (PFDs).* (1) The employer shall provide and shall require the wearing of PFDs for each employee engaged in work in which the employee might fall into the water.

(2) PFDs (life preservers, life jackets, or work vests) worn by each affected employee must be United States Coast Guard (USCG) approved pursuant to 46 CFR part 160 (Type I, II, III, or V PFD) and marked for use as a work vest, for commercial use, or for use on vessels.

(3) Personal flotation devices shall be maintained in safe condition and shall be considered unserviceable when damaged in a manner that affects buoyancy or fastening capability.

[62 FR 40202, July 25, 1997, as amended at 65 FR 40946, June 30, 2000]

§ 1918.106 Payment for protective equipment.

(a) Except as provided by paragraphs (b) through (f) of this section, the protective equipment, including personal protective equipment (PPE), used to comply with this part, shall be provided by the employer at no cost to employees.

(b) The employer is not required to pay for non-specialty safety-toe protective footwear (including steel-toe shoes or steel-toe boots) and non-specialty prescription safety eyewear, provided that the employer permits such items to be worn off the job-site.

(c) When the employer provides metatarsal guards and allows the employee, at his or her request, to use shoes or boots with built-in metatarsal protection, the employer is not required to reimburse the employee for the shoes or boots.